

June 1-15 2020

www.tucsonaz.gov/insurance

Open Enrollment

What's Staying the Same

- Plan options
- Coinsurance, deductibles & copays
- Employee payroll contributions for medical, vision & dental HMO

What's new

- Dental PPO rates are increasing 3.5% (30¢ - 86¢ biweekly)
- At the same time, long term disability (LTD) rates are decreasing, and Hartford will become the new LTD carrier July 1
- Your medical rate will increase if you crossed into a higher salary band (see enclosed rates)
- Your life and long term disability rates will increase if your base salary rose since last open enrollment, or if your age as of July 1st will end in "0" or "5"



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Self insurance update

We often get the question, "What does it mean that the City's health plan is now self insured?"

The best way to understand this is to think of self insurance like a phone plan. Let's say that you have two choices: Pay a high monthly fee for an unlimited plan, or pay a much lower monthly fee, plus pay for calls and data that you actually use. In the insurance world, this is the difference between fully insured and self insured: We're paying lower monthly fees for Cigna to provide a network, administer claims, and offer programs that help you achieve better health. At the same time, we also pay for actual claims. If claims are lower than expected, we save money; if they're higher than expected, we don't. Over the long term, plans that self insure generally save money.

Through March 31, we were right on track.

Claims through March 31 ran as expected. We anticipate that COVID-19 may cause claims to be higher than projected, but we really don't know at this time because elective surgeries were canceled over the last few months, and those savings at least partially offset costs associated with COVID.

The City Manager stated in the April 15th Employee Town Hall that we will be taking a deep dive into ways the City can cut costs in upcoming years in order to keep the plan affordable for you and the City. As part of that process, we will be going out to bid for medical, dental, pharmacy, and EAP contracts for FY22. We will keep you updated as information becomes available.

How you can help

Continue getting the care you need and using the programs that the City offers to help you achieve your best health. At the same time, be smart about **WHERE** you go for care. Our claims show that sometimes we use the ER for non-emergency situations that could be treated in lower cost settings like virtual care or a clinic, which would help our plan remain affordable. Below are average costs for non-emergency visits. **Using the right place for the right care saves you and the City money:**



Web:
www.tucsonaz.gov/insurance

Email:
benefitquestions@tucsonaz.gov

Phone:
520-791-4597

Dependents

Eligible dependents include:

- Your legal spouse
- Your biological, adopted, step-, or foster child under age 26
- A child for whom you are appointed as full, permanent, legal guardian
- Approved disabled children age 26+

See the Insurance Handbook, or contact your benefits team for details: www.tucsonaz.gov/insurance

Dependent Audit

If you're covering a dependent who hasn't been verified by HMS Employer Solutions, the outside audit firm that the City uses to verify dependent eligibility, HMS will mail you a letter by early July. Dependents who aren't verified by July 25 will be removed from coverage retroactive to July 1, 2020. Claims paid for individuals who are removed from coverage will become your responsibility. Watch your mail closely!



Photo submitted by Pam Lyons, Information Technology

Who must enroll?

You must enroll if you want to change plans, or change the people you're covering.

You also must enroll if you want to make a personal HSA contribution.

- Your current medical, dental, vision, life, long term disability, Colonial, and flexible spending account protection will continue automatically into FY21. (FSAs run on a calendar year, and FSA enrollment is in the fall.)
- If you had a baby in the last few years, remember to add your toddler to dental and / or vision, and make sure you added them to City-paid Dependent life.



Medical opt-out incentive does not continue automatically.

- You must upload a new [opt out form](#) and recent proof (dated May 1, 2020 or later) of non-City medical insurance to the enrollment system by June 15 to continue receiving the opt-out incentive as of July 1

Make sure you understand who's eligible for City insurance

- Covering ineligible people is considered insurance fraud, and we all pay for it.
- See left sidebar for eligibility details.

Protect Your Future!

Getting ready to retire

If you'll be retiring between **July 1, 2020 and June 30, 2021**, now is your time to make sure that you have the coverage that you want to continue into retirement.

- Retirement isn't an event that allows you to change plans or add people
- The City does not contribute to HSA bank accounts post-retirement
- Visit the Insurance Handbook at tucsonaz.gov/insurance, or [contact your Benefits team](#) for additional information

Beneficiary Designations

Make sure ALL of your **beneficiary designations** are current:

Life:
www.tucsonaz.gov/insurance

HSA:
Update via mycigna.com

Colonial: 888-433-8144

Pension: 520-791-4598 (TSRS)
psprs.com (PSPRS)

Deferred comp:
Empower (starting June 16):
www.RetireTucsonAZ.com
833-822-0005

Nationwide (Fire only): Email krautek@nationwide.com

Union members:
Check with your union

Free Will Preparation

Keeping beneficiary designations current and having a will helps ensure that your intentions will be honored after you pass away. Wills don't change beneficiary designations, so doing both is important.

Wills outline who inherits property, manages your estate, and acts as guardian for children. Without a will, others make these decisions, and their decisions may not match your preferences.

Hartford's free online will tool makes creating a simple will from any device easy. Visit <https://www.tucsonaz.gov/insurance/life-insurance> to get started.



Photo submitted by Drew Warner, Public Defender's Office



Introducing Omada Diabetes Prevention Program

If you participate in the City's medical program, you may be eligible for a new diabetes prevention program called Omada.

Your professional Omada coach will guide you through interactive

weekly online lessons to inspire long term healthy habits, designed to help you lose weight and reduce your risk for certain serious, preventable health conditions, including diabetes.

Omada participants receive a wireless scale to monitor progress at no personal cost.

Request your invitation for a one-minute eligibility screener at www.omadahealth.com/cot.

Screenings will launch July 1.

Network (HMO) Plans Don't Cover Out-of-Network Costs

All plans are not created equal when you need to receive care.

The HSA and HRA plans have national networks, providing full coverage wherever you are in the U.S. The Network (HMO) coverage is limited to Arizona's

network, and coverage in smaller Arizona areas may not be available.

If you travel or have family members who stay outside the Arizona network, consider the HSA or HRA.

The Network plan covers only

true emergency care outside the network. Follow-up care must be received in-network.

The dental HMO provides no care outside the network.

Need help choosing a plan? Visit Cigna's Easy Choice tool (info in right sidebar).

The HSA offers retirement savings opportunities

The HSA continues to gain popularity

- Over the course of the year, the City contributes \$1,000 (single) or \$2,000 (family) to a bank account that you own to help cover out-of-pocket health expenses
- You have the option to make additional pre-tax contributions to cover the cost of a specific health need, or to save for future health costs

- You earn interest and can invest funds in a wide choice of investment options

If this sounds like a good fit for you:

Visit HSA Bank's FAQ to understand how the plan works, and review IRS and banking rules to make sure that you qualify. <https://www.hsabank.com/hsabank/members/members-frequently-asked-questions>

Enroll



Via any device

Click "enroll" at

tucsonaz.gov/insurance

USER ID:

6-digit Employee Number

- Add leading zeroes in front of your ID number if it isn't 6 digits

PASSWORD:

MMDD of your birthday (no year) + last 4 SSN

Choosing a Plan Easy Choice Tool helps you decide

Cigna's new medical decision support tool helps you compare plans side-by-side, including payroll deductions, deductibles, copays, and out of pocket maximum costs. To get started, visit: www.tucsonaz.gov/insurance/spring-open-enrollment.

Increasing Life or LTD coverage

A 3-step process

1. Request the increase via the City's enrollment system (See "Enroll" above)
2. Complete the insurance carrier's application (Watch your mail in June)
3. Provide medical data to the carriers, upon request

You must complete all 3 steps to be considered. Coverage and payroll deductions begin after your request is approved.



Photo submitted by
Samantha Blake, Forensics

ID Cards

ID cards will be mailed in late June for all medical plan participants, plus any new enrollees in medical, dental HMO, and vision.

- The RxBIN number changed due to Cigna's merger with Express Scripts.

Dental PPO does not require selection of a primary care provider; therefore, ID cards are not issued. Use your medical ID, or the mycigna app or website.

FYI - Vision ID cards list only the employee's name (primary subscriber), and not dependent names

Start using new ID cards July 1.



Find a Plan That's Right for You at www.tucsonaz.gov/insurance

- **Learn about Plan details**, including medical Summaries of Benefits & Coverage
- **Find insurance carrier contact information** to assist if you have questions

Upcoming Events

• Ask a Vendor

Join us for live or on-demand presentations, followed by Q & A. Presenters include:

- Cigna (medical, dental, employee assistance program)
- Avesis (vision)
- Hartford (life and long term disability)
- Colonial (short term disability, accident, critical illness, whole life, and more)

• Live Webinars

Invest in your well-being, and learn more about our diverse Wellness offerings

- Motivate Me*
- Stealth Stressors: Life In The Digital Age
- Know Your Numbers featuring Omada*
- Make the Choice to Be Healthy
- Social Connections: Helping You Stay Healthier – Body & Mind
- Preventing Type 2 Diabetes featuring Omada*
- Work @ Home: Keys To Success
- Resilience in Challenging Times

Visit www.tucsonaz.gov/insurance for dates, times, access links, and additional resources.

** Products and services in this presentation are available to City of Tucson medical plan participants. If you participate in a non-City medical plan, please check with your insurance to understand your benefits.*

Colonial Voluntary Benefits

No health questionnaires are required this year to enroll in the following Colonial benefits, as long as you're actively at work.

Pre-existing condition exclusions may apply.

Enrollment and changes are by appointment only:

Visit www.tucsonaz.gov/insurance under "open enrollment" for the schedule.

Short Term Disability

- Up to 60% income replacement for short absences due to covered accident or illness
- \$4,000 maximum monthly benefit
- Flexible options, including on- and off-the-job options.

Critical Illness Insurance

- Supplement your medical insurance with up to a \$20,000 lump sum payment if you're diagnosed with a covered illness, such as heart attack, stroke, major organ failure or end-stage renal failure

Whole Life Insurance

- Tailor coverage to meet needs
- Coverage up to \$18/week
- \$75,000 max value for ages 18-50
- \$40,000 max for ages 51-60
- \$20,000 max for ages 61-79
- Spouse and children available for those who meet medical requirements

Accident Insurance

- Helps with unexpected expenses that result from a fracture, dislocation or other covered accidental injury.